

EVALUATION PRACTICE FOR PROMOTION OF ACADEMIC STAFF IN KULLIYAH OF ENGINEERING

Staff Number	Name of the staff	Post Applied

	Item Evaluated	Unacceptable	Satisfactory	Good	Outstanding / Excellent	Remarks	Score	Marks
		(0 – <3)1	(3 – <5)2 - 3	(6 – <8)>3 - 4	(9 – 10)>4-5		(S)	S x W
Teaching and supervisions	Experience (W = 4.0)	< 2 years of teaching, with < 5 courses taught, < 5 UG supervised, no ongoing PG supervised	> 2 < 3 years of teaching, with < 7 courses taught and < 7 UG supervised, 1 ongoing PG supervised	> 3 < 5 years of teaching, < 10 Courses taught, < 10 UG supervised, 2 ongoing PG supervised	> 5 years of teaching, > 15 courses taught, < 10 UG supervised, > 2 PG completed, > 2 ongoing PG supervised			
	Certificates/ Awards/ Recognition (W = 1.0)	No recognition, contributions and awards, SFS < 80	Departmental teaching recognitions SFS > 80 < 85 for 3 equivalent semesters	Kulliyyah teaching recognitions, invited as speakers at national level sharing for teaching experience, SFS > 85 < 90	University teaching recognition, invited as speakers at international level, sharing for teaching experience SFS > 90			
	New Ideas and Innovation (W = 2.0)	No evidence of innovation in teaching and learning, involvement in academic CR and no teaching of new courses	Evidence of some innovation and imbuelement of SAF in T&L, Involve as member in CR,	Evidence of innovation and imbuelement of SAF in T&L, head of section in CR, develop new course	Evidence of good innovation and imbuelement of SAF in T&L, involve as PAQA or head of CR, develop one new course			
	Significant Contributions and relevant to other communities (W = 3.0)	On campus voluntary teaching, Integration of one of SDGs as part of the contents	Evidence of off campus voluntary teaching, Integration of one of SDGs as part of the contents, involvement as member in Uni flagship.	Evidence of off campus voluntary teaching, Integration of one of SDGs as part of the contents, involvement as committee member in Flagship.	Evidence of off campus voluntary teaching, panel in public forum, Integration of one of SDGs as part of the contents, involvement as committee member in Flagship.			

		Membership and positions in learned and professional bodies. (W=3.0)	One membership in the area of specialization	Two memberships in the area of specialization	More than two memberships in the area of specialization and holding position in the association related to the specialisation	More than two memberships in the area of specialization and holding position in this professional body. Member of editorial board of a journal in area of expertise				
	Item Evaluated	Unacceptable	Satisfactory	Good	Outstanding/Excellent	Remarks	TOTAL	Score (S)	Marks S x W	
		(0 – <3)1	(3 – <5)2 - 3	(6 – <8)>3 - 4	(9 – 10)>4-5					
Impactful Contribution	Obtaining PE (W = 4.0)	Has registered with Professional (BEM, CEng) and has some evidence of plan to obtain PE	Has registered with Professional (BEM, CEng) and in the process of doing attachment with industry	Has obtained CEng and/or has do the attachment with the industry for obtaining PE	Has obtained PE					
	Industrial Engagement (W=3.0)	Initiate a discussion with the industry	Has started a collaboration with the industry	Collaborated with the industries in more than a project	Collaborated and being a consultant to the industries					
	Other significant contributions initiatives (W=3.0)	Contributions at departmental levels in terms of safety, infrastructures, lab or course development/ enhancement etc.	Contributions at Kulliyyah levels in terms of safety, infrastructures/ lab or course development/ enhancement etc.	Contributions at university levels in terms of safety, infrastructures / lab or course development/ enhancement etc. External assessor for academic promotion exercise for at least two positions.	Contributions for the society in terms of safety, infrastructures enhancement etc. External assessor for academic promotion exercise for at least four positions.					
TOTAL										

Filled up by HoD

Name :
Signature/Official Stamp :
Date :